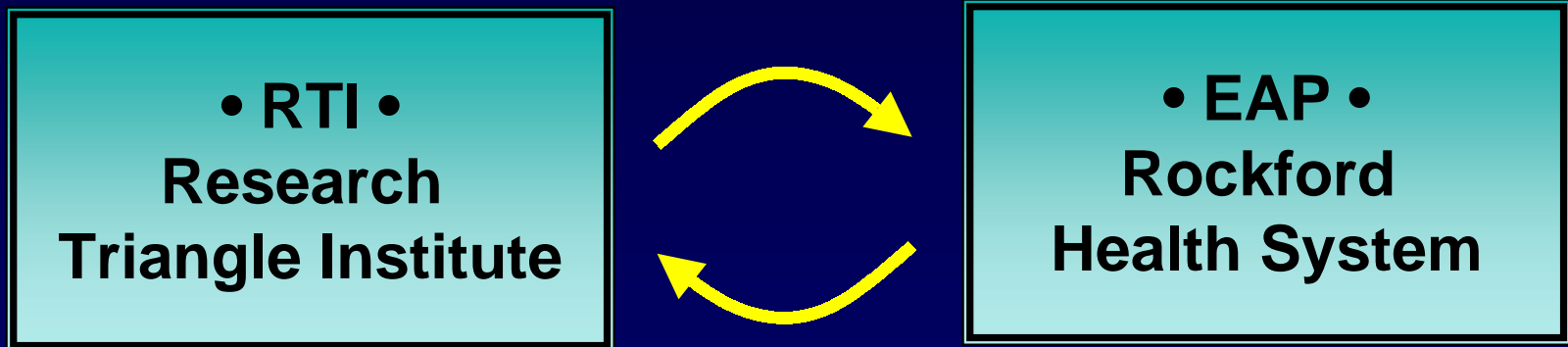


EAPs and RESEARCH: A RESULTS-ORIENTED STRATEGIC PARTNERSHIP

~ Funded by NIAAA ~

Strategic Partnership Between RTI & Rockford EAP



Outline

- Overview: Rockford EAP Research Study
- Synopsis of Methods & Results
- Benefits to EAPs Collaborating with Researchers
- Challenges/Action Plans for Collaborating
- Issues to Consider When Collaborating

OVERVIEW: ROCKFORD EAP RESEARCH STUDY

RATIONALE / PURPOSE: *EAPs must ...*

- Enhance services to meet changing needs of diverse workforce
- Critically evaluate standard services / continually improve

5 YEAR STUDY (DEVELOP, IMPLEMENT, EVALUATE) PROGRAM TO MEET NEEDS OF WOMEN OF ETHNIC/RACIAL MINORITIES

■ ENHANCED EAP SERVICES INCLUDE:

- Specialized EAP counselors
- Alcohol screener (AUDIT)
- Community linkages
- Enhanced supervisor training,
- Enhanced outreach materials
- Outreach seminars

■ RESEARCH OBJECTIVES:

- Estimate the incremental annual costs of enhanced services
- Estimate the impact of enhanced services on EAP utilization

SYNOPSIS OF METHODS & RESULTS

COST APPROACH

- UNIT COSTS (e.g., per eligible employee)
- CONTROLS FOR DIFFERENCES IN PROGRAM SIZE

RESEARCH STUDY DESIGN

- QUASI-EXPERIMENTAL WITH REPEATED MEASURES
 - 2 development sites • 18 total intervention sites
 - 107 non-intervention sites • Each observed for 15 quarters
- ANALYTIC METHODS CONTROL FOR WORKPLACE FACTORS

RESULTS

- NUMBER OF EAP CASES INCREASED IN DEVELOPMENT SITES IN COMPARISON TO OTHER INTERVENTION SITES
- EAP UTILIZATION BY WOMEN & MINORITIES GREATER (INCIDENT RATE RATIOS)

BENEFITS TO EAPs FOR COLLABORATING WITH RESEARCHERS

- **Collaboration as a catalyst for change**
- **Access to state of the art information/materials**
- **Use of national study collaborative when marketing EAP services**
- **Create links with other national experts through the research study**
- **Access to research funds to expand services/staff**
- **Increased service utilization as an outcome**
- **The research/EAP collaboration prompts additional collaboration**

CHALLENGES FOR COLLABORATION

- **Changing environment and shifting demographics (multi-year studies)**
 - **Proprietary nature of workplaces**
 - **Information needs of the workplace**
 - **Narrow research focus vs. broad clinical/provider focus**
 - **Clinical/provider versus research driven MIS**
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TAKING ACTION FOR COLLABORATION

**Source: New Partnerships for Changing Environments
(www.Health.Org/r1.Htm)**

- ▶ **E.G. Develop a strategic plan for making research collaboration part of your organization**

ISSUES FOR EAPs CONSIDER WHEN COLLABORATING

- 1 - FUNDING** What funds are available for EAP services?
- 2 - BUSINESS SENSITIVITY** Are researcher sensitive to issues?
- 3 - APPLICABILITY** Does the research address real questions?
- 4 - PRACTICAL** Are these practical? Feasible? Hypotheses clear?
- 5 - BENEFIT** How will you benefit? Technical assistance?
- 6 - RISK** Will research put clients at risk? Help them directly?
- 7 - LONG TERM** What benefits for program? For research theory?
- 8 - CLIENT SENSITIVITY** Does investigator express genuine concern for program, for clients, for business partners?
- 9 - EVALUATION** Does your organization have any say on how evaluation is conducted?